

Supporting New Environmental Career Pipelines in the Los Angeles Region

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Los Angeles Black Worker Center



- **Established in 2010 out of the UCLA Labor Center and became an independent organization in 2014.**
- **Became a national organization in the last ten years.**
- **It is the only place in the nation where organized labor, workers, scholars, students and community are focused on reversing the Black jobs crisis through action and unionization.**

Challenges Facing Black Workers in Los Angeles

The Black Population in Los Angeles has declined by over 5% and moving 100 miles outside of LA.

Over 50 percent of working age Black adults are unemployed or under-employed in the LA county.

- Lack of well-paying, quality accessible jobs
- Increased criminalization and incarceration
- Racist hiring practices
- Rising housing costs



Ready to Work Program

- <https://losh.ucla.edu/news-media/video/>

Process of The Program

- **Workforce development model**
- **Partners:** LABWC Advisory Committee members, Painter's Union (36), Roofer's Union (36), and UCLA-LOSH
- **Process:** Outreach, Orientation, Multi-Day Pre Apprenticeship Readiness Boot-Camp, Graduation, Placement and Job Referrals, Mentorship Retention



Process of The Program Cont'd

Two Cohorts:

- August 2018 (10 participants)
8/10 placed (Painters)
- March 2019 (17 participants)
8/17 placed so far (Painters)
Ongoing hiring process



Significance of Program

Uniqueness: services available through Ready to Work Boot-Camp

- Industry-specific mentors offer ongoing support and guidance, particularly around issues facing Black workers in their industry
- Union awareness education -- understanding how unions work and how to navigate the union structure
- Services to remove other barriers to employment, including obtaining Driver's licenses, expunging records, clearing tickets
- Integrated health and safety education and certification.

LOSH provided trainings:

- OSHA 10
- CPR/First Aid
- Lead Awareness
- Confined Spaces Awareness
- Heat Illness Awareness
- Chemical Hazards Awareness
- Mentoring/Career Guidance
- Life Skills

Significance of Program

Relevance: Major construction Projects in LA

- **Crenshaw/LAX Transit Project**
- **Lucas Museum of Narrative Art , \$1-billion project**
- **Olympics 2028: LA Stadium at Hollywood Park (LA Rams)**



Success Story

Ready to Work reduces the suffering of black families by increasing opportunities for quality employment!

✓ **Larry Pickett** recently completed the Winter Ready 2 Work Boot Camp in March 2019 and is now working as an Industrial Painter with the Painter's Union. Larry came to the Los Angeles Black Worker Center with two goals: to provide for his family and move his family into a home. Larry had been living in hotels with his three children as a single parent for nearly 3 years.

✓ Prior to enrolling in the Ready 2 Work pre-apprenticeship program, he felt hopeless and discouraged. He heard about the program from a friend and the both of them encouraged each other and got to class at least two hours early every day.

✓ Larry was able to move into a two-bedroom apartment less than a month after graduating from the program and has been working with the Painter's Union for nearly a month now. Larry is incredibly grateful to the program offered in partnership by the Los Angeles Black Worker Center and the UCLA LOSH program. "I feel like a man now. I can provide for my family. I would have never dreamt of this opportunity. Thank you guys so much."

